

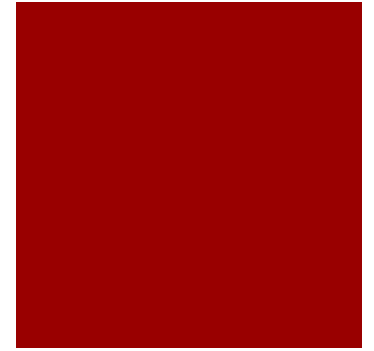


ADVANCE SCHOLARS

SENIOR LEADERS

Participants

- Robin Abrams (Architecture)
- Margo Daub (Plant Biology)
- Montse Fuentes (Statistics)
- Christine Grant (Chemical & Biomolecular Engineering)
- Karla Henderson (Parks Recreation & Tourism Management)
- Thomas Schaefer (Physics)
- Paola Sztajn (Elementary Education)
- Ken Zagacki (Communication)
 - Mary Wyer (Psychology—Facilitator)
 - Laura Severin (English—Facilitator)



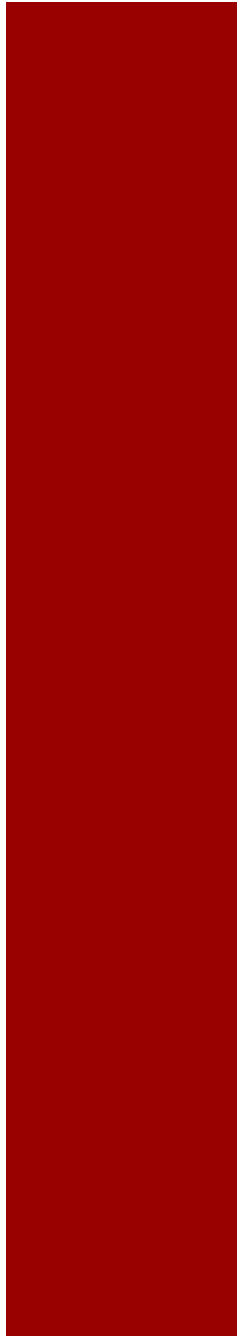


We are...

- Faculty and administrators
- Varying experiences and professional affiliations
- Concerned and committed to advancing women and minority faculty across NCSU
- Interested in understanding & addressing problems
- Engaged in (lack of) diversity-related discussions
 - From scholarly perspective
 - From experiential perspective

PURPOSE OF DISCUSSIONS

INFORM THE DEVELOPMENT OF PROJECTS THAT
CAN BENEFIT OUR COLLEGES AND THE
UNIVERSITY, HELPING THE INSTITUTION BECOME
MORE DIVERSE AND BETTER ABLE TO SUPPORT
AND ENGAGE WOMEN AND MINORITIES



Projects



- Establishing a network of support and mentoring for minority students to improve recruitment & retention; increase the diversity of faculty through strategic recruitment (*Abrams*)
- Facilitate ADVANCE department head's climate workshops, and lectures on unintentional bias (*Daub*)
- Examining venues to help faculty and students with the integration of family/life and work. In particular promoting a new policy with modify duties after having a baby, revisiting the possibility of a day care on campus or providing financial assistance/discount for using a given chain of day care facilities, and establishing a parental leave for students (*Fuentes*)
- Leading Change: A targeted roundtable series featuring national administrators. . The series are open to the university community and we will seek partner sponsorships to engage broader university constituencies (*Grant*)

Projects



- Exploring perceptions of early career female faculty regarding work-life balance and gender equity issues. Specifically examine the generational cohort differences related to career patterns, career satisfaction, life balance, and gender equity (*Henderson*)
- Examining potential inequities in resources, compensation, space etc across the college. In particular in relation to the status and advancement (salaries and research support) for female faculty in PAMS (*Schaefer*)
- Collection of success stories and strategies from tenured female and minority faculty (*Sztajn*)
- Development of “invitational” communication strategies for administrators (*Zagacki*)



Common ground & Crossroads

**ON THE
ROAD TO
MAKING
US
BETTER**

- Learning who we are and how we communicate
- Learning about different departments and their cultures
- Learning how our individual struggles fit the larger university structures
- Learning how to collaborate among ourselves and with emerging leaders

NECESSARY FIRST STEPS...